

Congress of the United States
Washington, DC 20515

April 26, 2022

The Honorable Rosa DeLauro
Chairwoman
House Committee on Appropriations
H-307 The Capitol
Washington, DC 20515

The Honorable Kay Granger
Ranking Member
House Committee on Appropriations
1036 Longworth House Office Building
Washington, DC 20515

The Honorable Mike Quigley
Chairman
House Committee on Appropriations
Subcommittee on Financial Services &
General Government
2000 Rayburn House Office Building
Washington, DC 20515

The Honorable Steve Womack
Ranking Member
House Committee on Appropriations
Subcommittee on Financial Services &
General Government
1036 Longworth House Office Building
Washington, DC 20515

Dear Chairwoman DeLauro, Ranking Member Granger, Chairman Quigley, and Ranking Member Womack:

As you prepare to advance the FY2023 Financial Services and General Government appropriations bill, we respectfully request that you include a 5.1 percent pay raise for federal employees for calendar year 2023. The increase is in line with the Federal Adjustment of Income Rates (FAIR) Act (H.R. 6398), which was introduced in the House of Representatives and has the support of 31 co-sponsors.

Throughout the pandemic, civil servants performed the essential work of the federal government under the most extraordinary circumstances. Federal government employees risked exposure to COVID-19 to deliver mail, collect census responses, provide healthcare to veterans, distribute lifesaving stimulus benefits, inspect meat and poultry facilities, and help research therapies and vaccines for COVID-19.

Unfortunately, the federal government has a history of chronic underinvestment in its most valuable asset: the federal workforce. The Biden Administration has worked to reverse these trends, providing federal employees a 2.7 percent pay raise in 2022 and removing prohibitions the previous administration placed on union operations and resources.

Over the past decade, federal employee pay increases failed to keep pace with rising labor and living costs. Additionally, federal workers weathered multiple pay freezes, hiring freezes, and lost pay as the result of sequestration-related furloughs including two of the longest government shutdowns in U.S. history.

The federal government must remain competitive when hiring the next generation of federal workers. Currently, only 7 percent of the federal workforce is under the age of 30 while the civilian labor force enjoys nearly three times that number. In 2020, the Federal Salary

Council stated that federal employees make an average of 23.1 percent less than their private sector counterparts. With almost a third of the federal workforce eligible to retire in five years, we will face a talent crisis if we fail to make basic investments in federal pay that will attract early career talent to federal government service.

Paying our federal workforce a fair wage is also a matter of equity that impacts every community in America. More than 85% of federal workers live outside of the Washington D.C., with 36% of employees living in rural areas. Every congressional district is home to a federal employee. Some of these federal employees, like other Americans, live paycheck to paycheck with nearly 600,000 federal employees making less than \$60,000 per year.

Our nation's dedicated civil servants deserve respect and fair compensation. We respectfully ask that you provide a pay increase of 5.1 percent for all federal employees in the FY2023 Financial Services and General Government appropriations bill.

Best Regards,


Gerald E. Connolly
Member of Congress


Eric Swalwell
Member of Congress


Eleanor Holmes Norton
Member of Congress


Jennifer Wexton
Member of Congress


Brian Higgins
Member of Congress



Mark DeSaulnier
Member of Congress



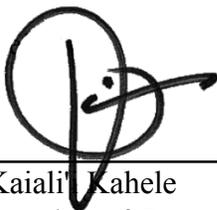
John P. Sarbanes
Member of Congress



Jahana Hayes
Member of Congress



Pramila Jayapal
Member of Congress



Kaiuli Kahele
Member of Congress



Peter A. DeFazio
Member of Congress



Jamie Raskin
Member of Congress



Anthony G. Brown
Member of Congress



Chellie Pingree
Member of Congress



A. Donald McEachin
Member of Congress



Shontel M. Brown
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Joe Courtney
Member of Congress



Brendan F. Boyle
Member of Congress



Earl Blumenauer
Member of Congress



Lloyd Doggett
Member of Congress



Jan Schakowsky
Member of Congress



Adam Smith
Member of Congress



James P. McGovern
Member of Congress

André Carson

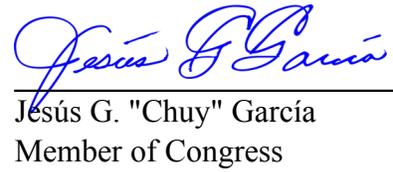
André Carson
Member of Congress



Dina Titus
Member of Congress



Sara Jacobs
Member of Congress



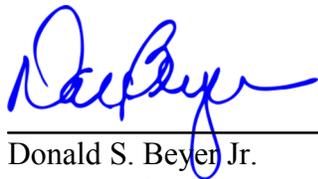
Jesús G. "Chuy" García
Member of Congress



Conor Lamb
Member of Congress



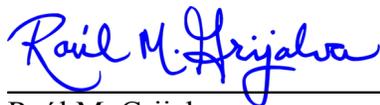
Emanuel Cleaver, II
Member of Congress



Donald S. Beyer Jr.
Member of Congress



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Member of Congress



Raúl M. Grijalva
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Rick Larsen
Member of Congress



Ilhan Omar
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Jimmy Panetta
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Melanie Stansbury
Member of Congress



Robert C. "Bobby" Scott
Member of Congress



Ted W. Lieu
Member of Congress



Albio Sires
Member of Congress



Jimmy Gomez
Member of Congress



Sheila Jackson Lee
Member of Congress



Jerrold Nadler
Member of Congress



Diana DeGette
Member of Congress



Danny K. Davis
Member of Congress



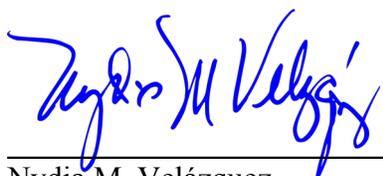
Haley M. Stevens
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



John B. Larson
Member of Congress



Nydia M. Velázquez
Member of Congress



John Yarmuth
Member of Congress



David J. Trone
Member of Congress



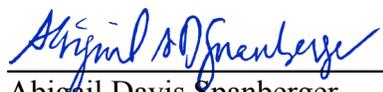
Stephen F. Lynch
Member of Congress



Mary Gay Scanlon
Member of Congress



Alan Lowenthal
Member of Congress



Abigail Davis Spanberger
Member of Congress